

Comparisons of Job Characteristics

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 76

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Personnel and Human Resources	5.6	20.8	15.2	<<	Extensive education and/or training may be required
Administration and Management	8.4	15.2	17.3	>	Current knowledge level is likely sufficient
Mathematics	9.2	14.8	13.2	<	Expanded education and/or training may be required
Law and Government	5.9	10.2	8.5	<	Expanded education and/or training may be required
Economics and Accounting	4.4	9.4	13.0	>>	Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 90

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Time Management	8.9	11.5	10.8	0	Current skill level may be sufficient
Management of Personnel Resources	6.9	10.6	10.7	0	Current skill level may be sufficient
Systems Analysis	6.5	10.5	9.4	<	A higher skill level may be required
Systems Evaluation	6.4	10.3	9.2	<	A higher skill level may be required
Management of Financial Resources	3.3	10.1	8.1	<	A higher skill level may be required
Operations Analysis	5.0	8.6	10.1	>	Skill level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 91			
Focus Occupation: General and Operations Managers (11-1021) Associated Occupation: Compensation and Benefits Managers (11-3041)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	14.2	13.9	0	Current ability level may be sufficient
Written Comprehension	11.0	13.9	13.2	0	Current ability level may be sufficient
Oral Expression	12.4	13.6	13.6	0	Current ability level may be sufficient
Written Expression	9.8	13.6	13.2	0	Current ability level may be sufficient
Speech Clarity	10.2	11.2	11.4	0	Current ability level may be sufficient
Number Facility	6.3	10.1	6.2	<<	Extensive improvement in abilities may be required
Mathematical Reasoning	6.3	9.6	7.7	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 70
Focus Occupation: General and Operations Managers (11-1021) Associated Occupation: Compensation and Benefits Managers (11-3041)		
Work Activities	Exclusivity of Activity	
Assign work to staff or employees	30	
Conduct or attend staff meetings	47	
Confer with other departmental heads to coordinate activities	61	
Develop budgets	56	
Develop policies, procedures, methods, or standards	21	
Direct and coordinate activities of workers or staff	3	
Monitor operational budget	78	
Oversee execution of organizational or program policies	49	
Use conflict resolution techniques	56	
Use interviewing procedures	23	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 87

Focus Occupation: General and Operations Managers (11-1021)
Associated Occupation: Compensation and Benefits Managers (11-3041)

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Finance accounting and enterprise resource planning ERP software	2
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.